



– **ALCOHOL-FREE** Effective Date:

2020 Revision

The impact of alcohol in sports:

Alcohol can have a detrimental impact on safety and health in the workplace. Alcohol can reduce a person's ability to work safely by affecting the nervous system, coordination, motor control, concentration, alertness and impeding the ability to exercise judgment.

Under the Occupational Safety and Health Act Sports4all has a duty of care to protect workers, coaches, parents, "all members" from known hazards and risks. This includes any impairment that may arise from the effects of alcohol.

Members who are impaired by alcohol increase the risk of injury and illness to themselves and to others. They must take reasonable care of their own health and safety to avoid harming the health and safety of other people through any act or omission.

Drinking alcohol can:

- Affect people's ability to work efficiently and perform tasks safely
- Cause liver or brain damage, heart disease, high blood pressure and increase the risk from many types of cancer
- Increase the risk of injury through road trauma, violence, falls and accidental death
- Lead to weight gain and obesity
- Harm the developing foetus in women who are pregnant, or a breastfeeding baby

Mission statement :

Sports4all

- Will provide /promote an alcohol free workplace
- Will provide alcohol free workplace functions and social events to support healthy lifestyle choices
- Is committed to providing a workplace culture that recognizes that drinking alcohol can have a negative influence on the health, work and social relationships of staff
- Recognizes the importance of minimizing alcohol consumption in the prevention of lifestyle related diseases and the maintenance of health and wellbeing

Scope and responsibilities:

This policy applies to all members and visitors to Sports4all All members are required to:

- Understand and comply with this policy at all times while in the workplace or representing Sports4all
- Comply with this policy at all times, while being present at any game, practice, facility or the office and attending Sports4all social functions and events
- Inform management if they believe the policy has not been upheld

Management are responsible for:

- Making sure all members are made aware of this policy
- Supporting and contributing to the implementation of this policy, including its mission statement
- Managing the implementation and review of this policy

Communication:

Sports4all will ensure that:

- All members receive a copy of this policy during the induction process
- This policy is easily accessible to all members of the organization
- Members are informed when a particular activity aligns with this policy Workers have the power to actively contribute to and provide feedback on this policy
- Members are notified of all changes to this policy
- Successes are celebrated within the workplace

If at any time you are in doubt about this policy, or have any questions and concerns, you should send an email to info@sports4all.ca and Sports4all will designate a person within the organization to assist you.